

2012 Annual EEO Report for KTRK-TV/Houston

SUMMARY

This Annual EEO Report is filed on behalf of KTRK-TV in compliance with the FCC's EEO reporting requirements. KTRK-TV, an ABC, Inc. owned television station broadcasting to the metropolitan Houston area, serves over 2 million television households in the Greater Houston area and 24 outlying counties (2,300,000 TV households in our DMA). This report includes information from March 16, 2011 to March 15, 2012, and it will be placed in the station's public file, and on the station's website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program described herein.

Job Vacancy Information

As an equal opportunity employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted through Disney Careers, the ABC, Inc. Job Posting circulated by ABC, Inc., internally within the Company, in trade publications, on websites with a broad-based readership that includes women and minorities, and in local or community newspapers. Job outreach used for all job vacancies includes a mailing list that we developed, maintained and updated, trade publications, job banks, and websites. This list contains the contact information of organizations and those that have requests to be placed on our mailing list for job openings as a result of ads and outreach. This list was last updated October 2011.

See Details in Attachment A-Job Sources

Record Keeping

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings. From March 16, 2011 to March 15, 2012, the Station filled 22 full time jobs. **See Details in Attachment B: Vacancies Filled**

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SUPPLEMENTAL RECRUITMENT ACTIVITIES

The Station will maintain positive and continuing programs of specific practices designed to ensure equal opportunities and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

Our participation in job fairs by station personnel who have substantial responsibility for hiring decisions.

- CARE job fair- For employees impacted by NASA layoffs, League City, Tx. 06/15/2011
Attended by Tish Graham/ VP, Director of Engineering and Broadcast Technology
 - Sam Houston State University HR Club, Huntsville, Tx. 09/30/2012
 - Skills USA High School Career Fair in Humble, Tx 9/23/2011
- All three events attended by Vickie Angenend/ Human Resources Manager

In addition, we routinely list each upper-level openings in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities:

- NAB (National Association of Broadcasters)
- AWRT (American Women in Radio in Television)
- TAB (Texas Association of Broadcasters)
- HABJ (Houston Association of Black Journalists)
- Women in Communications
- HAHMP (Houston Association of Hispanic Media Professionals)
- NABJ (National Association of Black Journalists)
- NAHJ (National Association of Hispanic Journalists)

See details in Attachment A-Job Sources

Our Internship program is designed to assist members of the community to acquire skills needed for broadcast employment.

KTRK-TV sponsors an internship program aimed at third and fourth year college students. The purpose of this program is to enrich and supplement the education of local college students in the field of television. The program is open to all, regardless of race, religion, gender, or sexual preference, and is not limited to students who are majoring in broadcasting. Internships are available in all departments, including Sales, Engineering, Creative Services, and Community Affairs. The internships are helpful to students in gaining first-hand experience at a television station and often assist in finding employment in similar markets. They also help in developing relationships with industry professionals who may be of assistance to them in their future careers. Many of our employees, including myself, Cynthia Cisneros, were interns here or at other stations.

From March 16, 2011 to March 15, 2012, 40 students participated/are participating in internship opportunities at KTRK-TV: **see details in Attachment C-Intern Roster**

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KTRK-TV also participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

ABC, Inc. Broadcast Management Training Program

KTRK-TV participates in the ABC, Inc. Broadcast Management Training Program. This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties. The objectives of the program are to enhance the skills of individuals interested in pursuing News Management careers, to promote diversity, and to increase minority and female representation in key decision-making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. Currently, Jaime Martinez, Associate Producer, is participating in the Broadcast Training Program.

KTRK-TV participated in activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

Date	KTRK Employee	Organization/Activity
3/22/2011	Sharron Melton	HABJ Student Networking Event
4/06/2011	Miya Shay	Houston Women's Conference breakfast panel
5/09/2011	Melanie Lawson	HABJ reception
6/15/2011	Vickie Angenend	CARE Job Fair, NASA employees impacted by layoffs
6/15/2011	Tish Graham	CARE Job Fair, NASA employees impacted by layoffs
7/24/2011	Sharron Melton	American Business Women's Association
8/11/2011	Elissa Rivas	Hispanic Women in Leadership dinner speaker
9/23/2011	Vickie Angenend	Skills USA High School Career Fair, Humble, Tx
9/23/2011	Win Frazier	Humble High School Job Fair
9/30/2011	Vickie Angenend	Sam Houston State Univ HR Club
11/10/2011	Win Frazier	Nimitz High School Career Day
11/12/2011	Crystal Isaac	HABJ Student Mentorship Breakfast
11/16/2011	Win Frazier	Carver High School Career Day
11/16/2011	Art Rascon	HISD College Rally
11/19/2011	Miya Shay	HISD Asian student's career day
11/29/2011	Casey Curry	Univ. of Houston, School of Communication, weather
2/16/2012	Cynthia Cisneros	Career Day, Albert Thomas Middle School, HISD

2/25/2012 Cynthia Cisneros Houston Hispanic Forum Career Day
3/02/2012 Cynthia Cisneros Lone Star Community College Career Day

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In addition, KTRK-TV conducted Station tours to foster a better understanding about the way a television station operates on a daily basis:

Date	Employee/Tour Guide	Organization
1/13/2012	Norma Ferguson	Brenham High School Communications class
1/16/2012	Norma Ferguson	Girl Scouts earning Communications badge
3/19/2012	Norma Ferguson	Turkish Journalist tour / Raindrop Org.



3/21/2012

Submitted by:
Cynthia Cisneros, VP Community Affairs

Date

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Attachment A: Job Sources

Job posting contacts and labels are where we mail our postings. Direct employers are notified when we post on Disney Careers.



PostingsCont
acts.pdf



Postings.pdf

Ms. Belinda Eissien
NAACP
2002 Wheeler
Houston, TX 77004

Job Placement
Houston Community College
1300 Holman
Houston, TX 77004

Workforce Solutions
3355 West Alabama # 350
Houston, TX 77098

Ms. Melissa Mayo
Women in
Communications
1110 Ferndale Court
Sugar Land, TX 77479

Epilepsy Foundation
Sheila Woodard
2630 Fountainview, Suite # 210
Houston, TX 77057

Texas A&M University
Career Center #209
John J. Koldus Bldg.
College Station, TX 77843

Chinese Community Ctr.
9800 Town Park
Houston, TX 77036

Ms. Sylvia Lopez
Harris County Employment
1310 Prairie, Suite 200
Houston, TX 77004

Mr. James W. Ward
Texas Southern University
3100 Cleburne
Houston, TX 77004

Attn: Yolanda Cano
SER/Jobs for Progress
1906 Cochran.
Houston, TX 77009

M.L.K. Community Center.
2720 Sampson
Houston, TX 77004

A.A.M.A.
6001 Gulf Fwy., Bldg. B165
Houston, TX 77023

Wesley Community Ctr.
2720 Sampson
Houston, TX 77004

LULAC
Executive Director
3004 Bagby
Houston, TX 77006

Mr. Harry Clack
Texas Southern University
3100 Cleburne Avenue
Houston, TX 77004

Mr. Brian Chang
Houston Asian Junior
4410 April Meadow Way
Sugar Land, TX 77479

Ms. Jeanette Cosley
United Negro College Fund
723 Main St., Ste. 1010
Houston, TX 77002-3320

Career Services
Houston Baptist University
7502 Fondren
Houston, TX 77074

Houston Hispanic
Chamber of Commerce
1801 Main St. # 1075
Houston, TX 77002

Elsie Huang
Asian Chamber of
Commerce
6833 Sam Houston Pkwy 206
Houston, TX 77072

Career Services
Prairie View A&M Univ.
PO Box 4129
Prairie View, TX 77446

Mr. Tatcho Mindiola
UH Mexican American
Studies
4800 Calhoun
Houston, TX 77004

Job Posting
University of Texas
A115A Jester Center
Austin, TX 78705

Career Services
University of St. Thomas
3800 Montrose
Houston, TX 77006

El Dia
6120 Tarnef, Suite 100
Houston, TX 77074

Ms. Lori Wensel
The Art Institute of Houston
1900 Yorktown
Houston, TX 77056

Houston Assoc. of Hispanic
Attn: Job Posting
P. O. Box 273394
Houston, TX 77277

Houston Sun
1520 Isabella
Houston, TX 77004

Broadcast Employment Svcs.
PO Box 4116
Oceanside, CA 92052

The Employment Guide
9000 Jameel Rd., Suite 100
Houston, TX 77040-5061

Stephen F. Austin
Attn: Debra Warren
Box 13032, SFA Station
Nacogdoches, TX 75962

Vietnam Post/Vietnam Business
10515 Harwin # 120
Houston, TX 77036

Forward Times
4411 Alameda Road
Houston, TX 77004

Sam Houston State Univ.
Career Services
P.O. Box 2238
Huntsville, TX 77341

Houston Defender
3003 South Loop West #320
Houston, TX 77054

Houston Urban League
Job Bank
1301 Texas
Houston, TX 77002

Katrina Ross
United States Veterans Initiative
1418 Preston Street
Houston, TX 77002

Fort Bend Star
4655 Techniplex Drive
Suite #300
Stafford, TX 77477-5710

Korean Journal
1241 Blalock Road
Houston, TX 77055

La Voz de Houston
4747 Southwest Frwy.
Houston, TX 77027

Las Noticias de Fort Bend
924 Third St.
Rosenberg, TX 77471

Elyse Spector Kalmans
Jewish Family Service
4131 South Braeswood
Houston, TX 77025

Job Postings :

Disneycareers.com

ABC 13 website (email to Randy Klein)

www.TVJobs.com

www.tab.org (Texas Association of Broadcasters)

www.nabj.org (**National Association of Black Journalist**)

jobbank@nahj.org (**National Association of Hispanic Journalist**)

medialine@medialine.com

HABJ-Executive@hotmail.com (Houston Organization of Black Journalist)

editorial@stylemagazine.com

davis@talentdynamics.com

[SER](#) Houston

[HAHMP](#) - send postings to Art Rascon - President

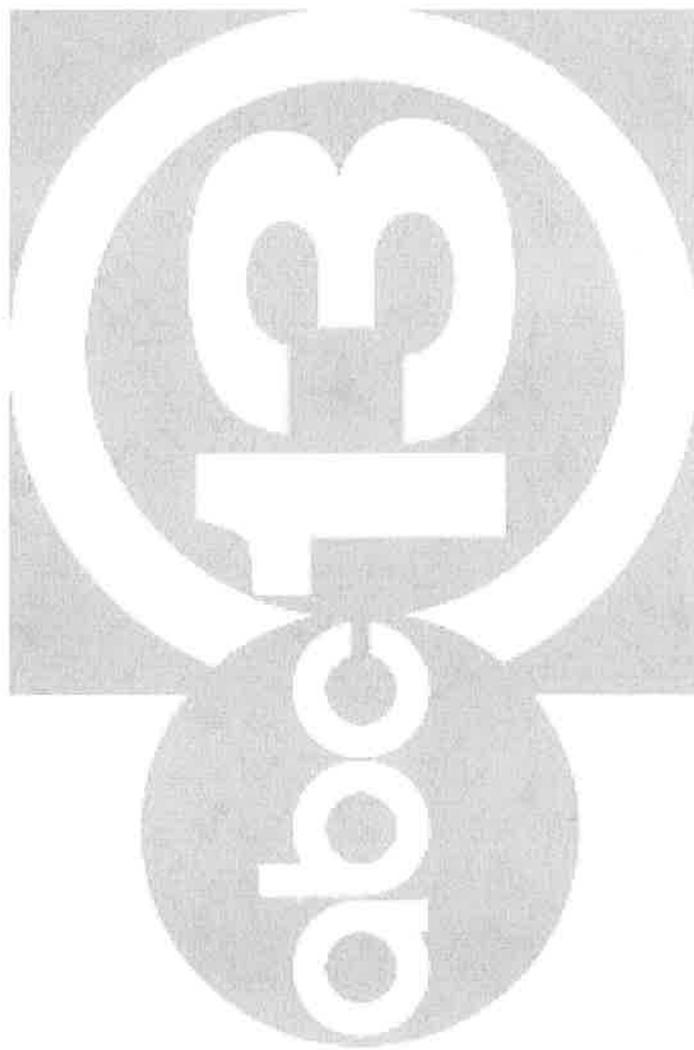
Media Alliance Houston Assn. (previously AWRT) email postings to Monica Rose
- President

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Attachment B: Vacancies Filled



AttachmentB.
pdf



KTRK-TV HOUSTON

ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/11 – 3/15/12

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
11/19/10	Reporter	News	1/20/11	1.	NH		Industry Colleague
2/10/11	Producer	News	2/13/11	2. Demond Fernandez	H	3/23/11	Employee Referral
			3/9/11	1.	NH		Internal Candidate
			3/11/11	2.	NH		Internal Candidate
			3/23/11	3.	NH		Internal Candidate
			3/25/11	4.	NH		ABC13.com
			3/28/11	5. Rebecca Byrd	H	4/14/11	ABC13.com
			3/30/11	6.	NH		Internet
			3/30/11	7.	NH		ABC13.com
2/10/11	Producer	News	3/9/11	1. Walker Robinson	H	04/19/11	Internal Candidate
			3/11/11	2.	NH		Internal Candidate
			3/23/11	3.	NH		Internal Candidate
			3/25/11	4.	NH		ABC13.com
			3/28/11	5.	NH		ABC13.com
			3/30/11	6.	NH		Internet
			3/30/11	7.	NH		ABC13.com
2/3/11	Sales Account Executive	Sales	4/12/11	1. Misty Richardson	H	4/28/11	Disneycareers.com
			2/23/11	2.	NH		EE Referral
			3/1/11	3	NH		Internal Candidate
			3/10/11	4	NH		Disneycareers.com
			3/14/11	5	NH		Spots & Dots
			3/15/11	6	NH		Friend
			3/28/11	7	NH		Friend
			3/30/11	8	NH		Industry Client Ref
			4/12/11	9	NH		Industry Client Ref
			4/14/11	10	NH		Disneycareers.com
			4/19/11	11	NH		Friend
			3/29/11	12	NH		Disneycareers.com
			3/2/11	13	NH		Disneycareers.com
			2/28/11	14	NH		EE Referral

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
1/5/11	Investigative Producer	News	2/18/11	1.	NH		EE Referral
			3/8/11	2.	NH		Disneycareers.com
			4/27/11	3. Kevin Hirten	H	5/10/11	EE Referral McIntyre
			5/2/11	4.	NH		Internal Candidate
2/24/11	New Business Sales AE	Sales	3/11/11	1.	NH		TX Workforce Comm
			3/14/11	2.	NH		Spots n Dots
			3/14/11	3.	H		Industry Colleague
			3/11/11	4. Jaime Grossbard	NH	5/13/11	Industry Colleague
			3/11/11	5.	NH		Industry Colleague
			3/11/11	6.	NH		EE Referral-Robinson
			3/16/11	7.	NH		Industry Colleague
			3/23/11	8.	NH		Industry Colleague
			4/12/11	9.	NH		ABC13.com
			3/24/11	10.	NH		Industry Colleague
			4/13/11	11.	NH		ABC13.com
			4/27/11	12.	NH		Industry Colleague
2/10/11	Producer	News	3/30/11	1.	NH		ABC13.COM
			4/19/11	1.	NH		Internal Candidate
			4/21/11	3.	NH		Internal Candidate
			4/25/11	4.	NH		ABC13.com
			4/29/11	5.	NH		Internal Candidate
			5/9/11	6. Cynthia Jackson	H	5/18/11	TVjobs.com
5/24/11	Asst. Director, Engineering	Technical	6/17/11	1.	NH		Industry Colleague
			6/16/11	2.	NH		Industry Colleague
			6/10/11	3.	NH		ABC13.com
			6/20/11	4.	NH		Cable & Broadcast
			6/21/11	5.	NH		TAB
			6/22/11	6.	NH		Internal Candidate
			6/22/11	7. Pablo Rios	H	7/8/11	TVJobs.com
			6/23/11	8.	NH		Internal Candidate
			6/27/11	9.	NH		Internal Candidate
			6/27/11	10.	NH		Internal Candidate
Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not	Date Hired	Referral Sources for Interviewees

Opening	Job Title	Department				or Not (NH)	Hired	Interviewees
6/14/11	News photographer	News	7/6/11	1		NH		Employee Referral
			7/11/11	2		NH		Internal Candidate
			7/11/11	3		NH		Abc13.com
			7/12/11	4		NH		Abc13.com
			7/12/11	5. Chris Day		H	7/25/11	Employee Referral
			7/13/11	6		NH		Employee Referral
			7/13/11	7		NH		TAB
			7/13/11	8		NH		Employee Referral
			7/14/11	9		NH		Employee Referral
			7/19/11	10		NH		Employee Referral
			7/19/11	11		NH		Abc13.com
			7/21/11	12		NH		Internal Candidate
6/14/11	News photographer	News	7/6/11	1		NH		Employee Referral
			7/11/11	2		NH		Internal Candidate
			7/11/11	3		NH		Abc13.com
			7/12/11	4		NH		Abc13.com
			7/12/11	5.		NH		Employee Referral
			7/13/11	6		NH		Employee Referral
			7/13/11	7		NH		TAB
			7/13/11	8		NH		Employee Referral
			7/14/11	9		NH		Employee Referral
			7/19/11	10		NH		Employee Referral
			7/19/11	11. Christopher Graczyk		H	7/27/11	Abc13.com
			7/21/11	12		NH		Internal Candidate
4/8/11	Internet/Digital Sales AE	Sales	4/21/11	1		NH		Spots & Dots
			4/25/11	2		NH		Worksource
			5/5/11	3		NH		Worksource
			5/25/11	4. Nikolas Joe		H	8/9/11	Houston Ad Fed
			6/9/11	5		NH		Industry Colleague
6/14/11	News Promotions Producer	Promotions	7/25/11	1		NH		602communications.com
			7/30/11	2		NH		internet
			8/2/11	3		H	8/19/11	Employee Referral
			8/3/11	4		NH		602communications.com
			8/3/11	5		NH		602communications.com
			8/4/11	6		NH		Disneycareers.com
			8/4/11	7		NH		Employee Referral
			7/25/11	8		NH		

Date of Opening	Job Title	Station(s) and Department		Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
6/14/11	News photographer	News	7/6/11	1	NH		Employee Referral
			7/11/11	2	NH		Internal Candidate
			7/11/11	3	NH		Abc13.com
			7/12/11	4	NH		Abc13.com
			7/12/11	5	NH		Employee Referral
			7/13/11	6	NH		Employee Referral
			7/13/11	7	NH		TAB
			7/13/11	8	NH		Employee Referral
			7/14/11	9. Damion Smith	H	08/27/11	Employee Referral
			7/19/11	10	NH		Employee Referral
			7/19/11	11.	NH		Abc13.com
			7/21/11	12	NH		Internal Candidate
6/30/11	BC Technology Support Tech	Technical	6/20/11	1.	NH		Broadcast & Cable
			7/12/11	2	NH		Disneycareers.com
			7/13/11	3	NH		Disneycareers.com
			7/13/11	4	NH		Abc13.com
			7/20/11	5. Christopher Wolford	H	8/22/11	Disneycareers.com
			8/10/11	6	NH		LinkedIn
8/17/11	Marketing Producer	Sales	8/25/11	1	NH		Industry Colleague
			8/25/11	2	NH		Disneycareers.com
			8/25/11	3	NH		Myfoxbostonjobs.com
			8/26/11	4	NH		linkedIn
			8/26/11	5	NH		Employee Referral
			8/29/11	6	NH		Careerbuilders.com
			8/29/11	7. Samuel Franco	H	9/16/11	Abc13.com
			8/29/11	8	NH		Publishingjobs.com
			8/31/11	9	NH		Industry Colleague
			9/8/11	10	NH		Industry Colleague
3/24/11	Associate producer	News	4/20/11	1	NH		ABC13.COM
			4/21/11	2	NH		Internal Candidate
			6/1/11	3	NH		TAB
			6/21/11	4	NH		Abc13.com
			6/23/11	5	NH		Abc13.com
			6/27/11	6	NH		TVjobs.com
			6/29/11	7	NH		TVjobs.com

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Attachment C-Intern Roster



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<u>NAME</u>	<u>POSITION</u>	<u>SCHOOL</u>	<u>START DATE</u>
Bredehoeft, Kristen	Reporter	University of Houston - Downtown	01/06/11
Dinh, Thuy	Producer	Houston Community College	01/06/11
Ferguson, Jessica	Producer	Prairie View A & M University	01/03/11
Gomez, Laura	Sports	University of Houston	01/06/11
Irotumhe, Osoukho	Graphics	American Intercontinental University	01/24/11
Jackson, Ebony	Mirror, Mirror	Texas A & M University	01/06/11
Kamal, Maleeha	Reporter	University of Houston	01/06/11
Picone, Leslie	Reporter	University of St. Thomas	01/06/11
Tije, Linda	Stretch Your Dollar	Houston Baptist University	01/10/11
Whisenant, Philip	Undercover	University of St. Thomas	01/21/11
Carreno, Alexandra	Sports	University of Texas	05/16/11
Daniels, Damaría	"Deals"	Prairie View A & M University	06/01/11
Donaldson, Katheryn	Producer	Ohio University	06/13/11
Fakhar, Scarlett	Reporter	Elon University	06/01/11
Irotumhe, Osoukho	Editor	Alvin Community College	06/16/11
Kintigh, Olivia	Weather	University of Oklahoma	05/17/11
Lapin, Lara	Reporter	University of Texas	06/01/11
Lavergne, Adrien	Special Projects	Baylor University	06/01/11
Macalaguin, Jiselle	Reporter	University of Missouri	05/23/11
Madey, Kelly	Stretch Your \$	University of Florida	05/17/11
Madrid, Stephanie	Producer	Texas Southern University	06/01/11
Muscarello, Kyle	Special Projects	Texas State University	05/17/11
Olasimbo, Folashade	Undercover	Pennsylvania State University	06/01/11
Pusey, Ja'Nay	Producer	University of Houston - Downtown	05/18/11
Rainville, Brittany	Reporter	Texas Christian University	06/01/11
Sims, Collin	Producer	University of Oklahoma	06/01/11
Williams, Langston	Undercover	Southern University	05/24/11
Williamson, Taylor	Sports	University of Kansas	06/01/11
Allen, Candace	Reporter	University of Houston	09/06/11
Bolatiwa, Taiwo	Sports	Houston Community College	09/06/11
Cardenas, Milagros	Reporter	Texas Southern University	09/06/11
Donaldson, Katherine	Producer	Ohio University	11/28/11
Jensen, Audrey	Stretch	University of Wyoming	09/06/11
Lemon, Shanay	Producer	Sam Houston State University	09/06/11
Perez, Maricruz	Editor	Art Institute of Houston	10/07/11
Bolatiwa, Taiwo	Reporter	Houston Community College	01/10/12
Edgerly, Maiya	Newsroom	Texas Southern University	01/30/12
Hickl, Nicole	Reporter	St. Thomas University	01/10/12
Newsome, Randall	Sports	Texas Southern University	01/30/12
Riojas, Priscilla	Reporter	University of Houston	01/10/12

END DATE

05/26/11
05/31/11
05/19/11
05/31/11
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